

# **Interim Joint Committee on Education**

June 11, 2012

# Unbridled Learning

## Senate Bill 1 (2009)

- ▶ New academic standards
- ▶ New assessments
- ▶ Program Reviews
- ▶ Improved professional development
- ▶ New accountability system
- ▶ Unified plan for improving college/career readiness



- Bold legislation transforming education in Kentucky
- Council of State Governments Deeper Learning Focus Group Meeting
- Southern Legislative Conference Annual Meeting

**Senate Bill 1 (2009): Highlighting Model Legislation**

**Kentucky was one of the first of eleven states to be granted a waiver from ESEA requirements.**

**Principle 1: College-and career ready expectations for all students**

**Principle 2: State-developed differentiated recognition, accountability, and support**

**Principle 3: Supporting effective instruction and leadership**

**Principle 4: Reducing duplication and unnecessary burden**

**ESEA Waiver Principles for Improving Student Achievement and Increasing the Quality of Instruction**



3A. Develop and adopt SEA guidelines for local teacher and principal evaluation and support systems

3B. Ensure LEAs implement teacher and principal evaluation and support systems that are consistent with SEA guidelines

## **Principal 3 Supporting Effective Instruction**

- Continuous improvement of instruction
- Meaningful differentiation of teacher/principal performance using at least three performance levels
- Multiple measures of effectiveness including use of student growth data (both state standardized tests and formative growth measures that are rigorous and comparable across schools in a local district) as a significant factor
- Regular evaluation (most likely annual)
- Clear and timely feedback to include opportunities for professional development
- Use of the system to inform personnel decisions

## **ESEA Waiver Requirements**

# **Current & Proposed System Comparison (Teachers and Principals)**

## **Current System**

**Development of local plans by district and approval of local plans by KDE**

**Frequency of evaluations of certified personnel**

- ✓ **Non-tenured – annually**
- ✓ **Tenured – at least every three years**

**Training for evaluators**

- ✓ **Annual certification and recertification**

**Monitoring of evaluation plans by KDE**

- ✓ **Annual certification and recertification**

**Relationship of evaluation to employment status**

- ✓ **Due process procedure for tenure and /or dismissal**

## **Proposed System**

**Common statewide system; district plan option available**

**Annual evaluations for all certified personnel**

- ✓ **Non-tenured (formative and summative)**
- ✓ **Tenured (formative specific to professional growth targets that impact student outcomes)**

**Training for evaluators**

- ✓ **Significant changes to components of training based on components of evaluation system**
- ✓ **National support in development of validity and reliability studies**

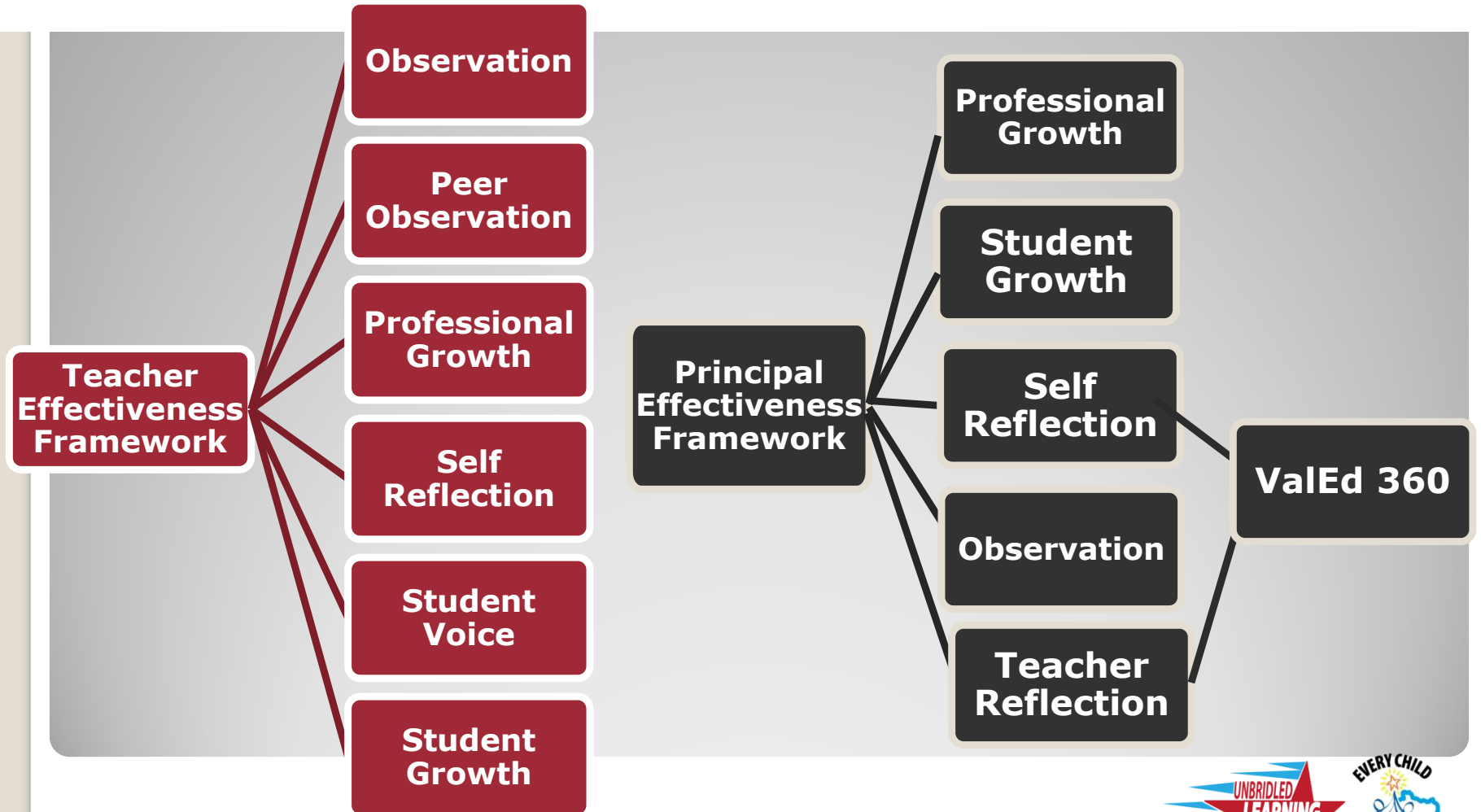
**Monitoring of evaluation plans by KDE**

- ✓ **Surveys, site visits, validity and reliability testing**
- ✓ **Annual reporting of teacher and principal effectiveness (federal requirement)**
- ✓ **Equitable distribution reporting (federal requirement)**

**Relationship of evaluation to employment status**

- ✓ **Due process procedure for tenure and/or dismissal**
- ✓ **Career pathway opportunities**
- ✓ **Possible differentiated incentives based on demonstrated effectiveness**

# Kentucky Multiple Measures of Effectiveness Supported with Artifacts and Evidence (Proposed)





# Timeline for Teacher and Principal Professional Growth and Effectiveness System

## Phase 1 (2011-2012) Field Test

- 54 participating districts identified
- Districts trained and implement field test protocols
- Multiple measures of effectiveness defined
- Districts participate in regional field test status meetings
- Feedback and revisions

## Phase 2 (2012-2013) Extended Field Test

- 54 Districts trained in and implement protocols
- Districts participate in regional status meetings
- Teacher/Leader Feedback collected
- Gathering and collecting data to inform the system requirements

## Phase 3 (2013 & Beyond) Statewide Pilot & Implementation

- Statewide training
- Statewide system implementation
- Collect baseline data
- Gathering and collecting data to inform the system requirements

### **2015**

- Full accountability in Spring 2015

# 2012-13 Detailed Timeline

- **May 2012**

- Data Collection and Analysis
- District feedback -Revise Training

- **June – July (Ext. Field Test)**

- Evaluation System Training
- Observer training – Inter-rater reliability and certification
  - Focus on meaningful feedback

- **August - December**

- 54 districts extended field test
  - Full Evaluation System Cycle
  - Scaling Criteria
- Training on the Principal Evaluation System
- Readiness and Preparation (remaining 120 districts)

- **January 2013**

- Original 54 scaling to full implementation
- District leadership team meetings with remaining districts

- **February – May 2013**

- 54 districts continue scaling
- District leadership team training on PGES statewide

- **June – July 2013**

- State leadership team and certification training for all districts

- **August 2013**

- Statewide pilot implementation
- Local district scaling to full implementation

- Revisions to KRS 156.557 to align with waiver requirements  
HB 140  
SJR 88
- Revisions to legislation to make professional learning more meaningful for teachers  
Time  
Professional Development

## **Legislative Implications**

# **Next Generation Learning Science Standards**

- Based on a vision for science education established by the *Framework for K-12 Science Education* published by the National Research Council in 2011
- Designed to prepare students for college and/or careers and enable them to pursue expanding employment opportunities in science-related fields
- Led by Achieve, Inc., a non-partisan education non-profit organization

**NGSS**

- Senate Bill 1, passed in the 2009 session of the Kentucky General Assembly, required that subject-area standards taught in the public school system be revised
- Kentucky is participating as one of 26 lead states in the development of the standards
- NGSS will support KY's CCR focus thru an emphasis on critical thinking and scientific/engineering practices

## **NGSS Implications for Kentucky**

- Lead States selected to work with Achieve, Inc. in Fall 2011
- First public draft of the NGSS released May 2012
- Second public draft due for release in fall 2012
- Final version of NGSS expected early 2013
- NGSS will be shared with KBE in spring 2013 for adoption consideration per SB 1 (2009)
- Earliest implementation date possible for KY schools in 2013-14 academic year

## NGSS Timeline